



Your Benefits

Roche in Mannheim & Penzberg

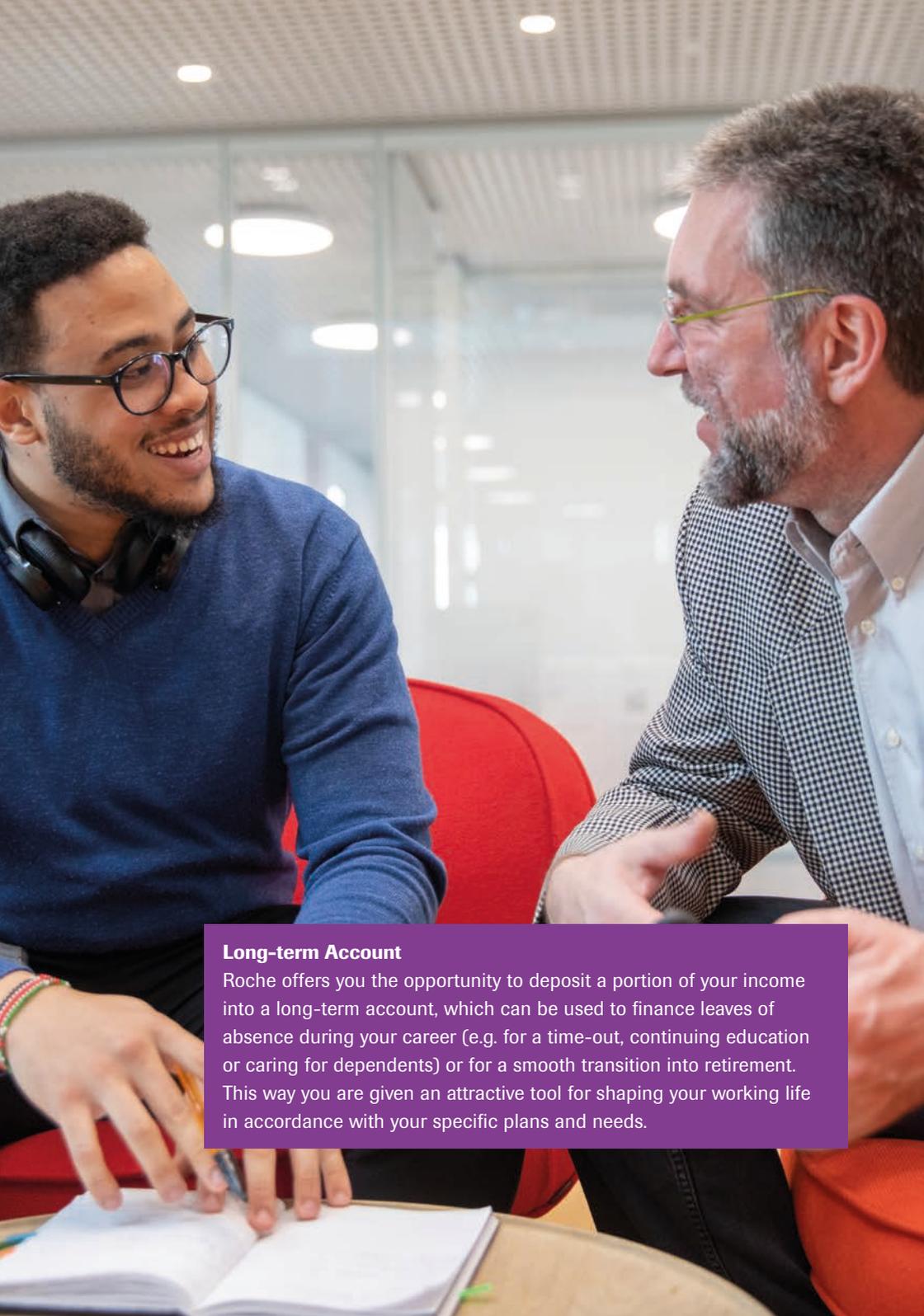




*When your passion
makes an impact*

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Financial Provision

Building financial provisions for retirement as well as good protection now and in old age is a key concern of Roche. Attractive financial participation schemes provide you with additional security for every life situation. The possibility to make individual choices, great variety and up-to-date offers are special characteristics of our models.

Long-term Account

Roche offers you the opportunity to deposit a portion of your income into a long-term account, which can be used to finance leaves of absence during your career (e.g. for a time-out, continuing education or caring for dependents) or for a smooth transition into retirement. This way you are given an attractive tool for shaping your working life in accordance with your specific plans and needs.

Pension Plan 2007

With the „Pension Plan 2007“, Roche offers you an additional retirement pension in addition to the statutory pension insurance. The largest part of the financing is borne by Roche, and you are required to contribute 1% of your annual pensionable income. You benefit from the increase in the value of the pension capital you have paid in. From your 62nd birthday, you are free to choose when you would like to receive your company pension. Disability benefits and survivors' protection are also included in the benefits under the pension plan 2007.

Voluntary Deferred Compensation Pension Plan 2007

In addition, Roche offers you the opportunity to supplement your old-age pension by investing part of your income, in excess of the above 1%, as part of a gross salary conversion. Roche grants a subsidy if employer contributions on the social insurance contribution are saved.

Chemical Pension Fund

In addition, Roche offers the Chemical Pension Fund – the pension fund for all employees in the chemical industry – as a further building block in the company pension provision. On the basis of deferred compensation additional pension entitlements are built by taking advantage of tax and collective bargaining agreement incentives. For employees covered by collective agreements Roche is paying an annual employer supplement into the Chemical Pension Fund. (You can find more details on the Internet at www.chemiepensionsfonds.de)

Investment Plan

“Roche Connect” is our global share program for employees and allows the purchase of Roche “Genussscheine” (non-voting securities with dividend entitlement) at attractive conditions. Every year during a fixed enrollment period, you can choose to take part.



Risk Protection

At Roche you are well protected against life's risks. As a reliable employer, we are making efforts to provide you and your family members with protection and support for many different situations.

Continued Remuneration in Case of Sickness/ Sickness Allowance

In the event of inability to work through no fault of your own, but rather due to sickness, Roche will continue to pay your salary for a period of six weeks. From the seventh week of the sickness you will receive an allowance in addition to your daily sickness compensation. The duration of the payment of this allowance is determined by the conditions in the general bargaining agreement respectively by the regulations in your employment contract.

Continued Remuneration in Case of Death

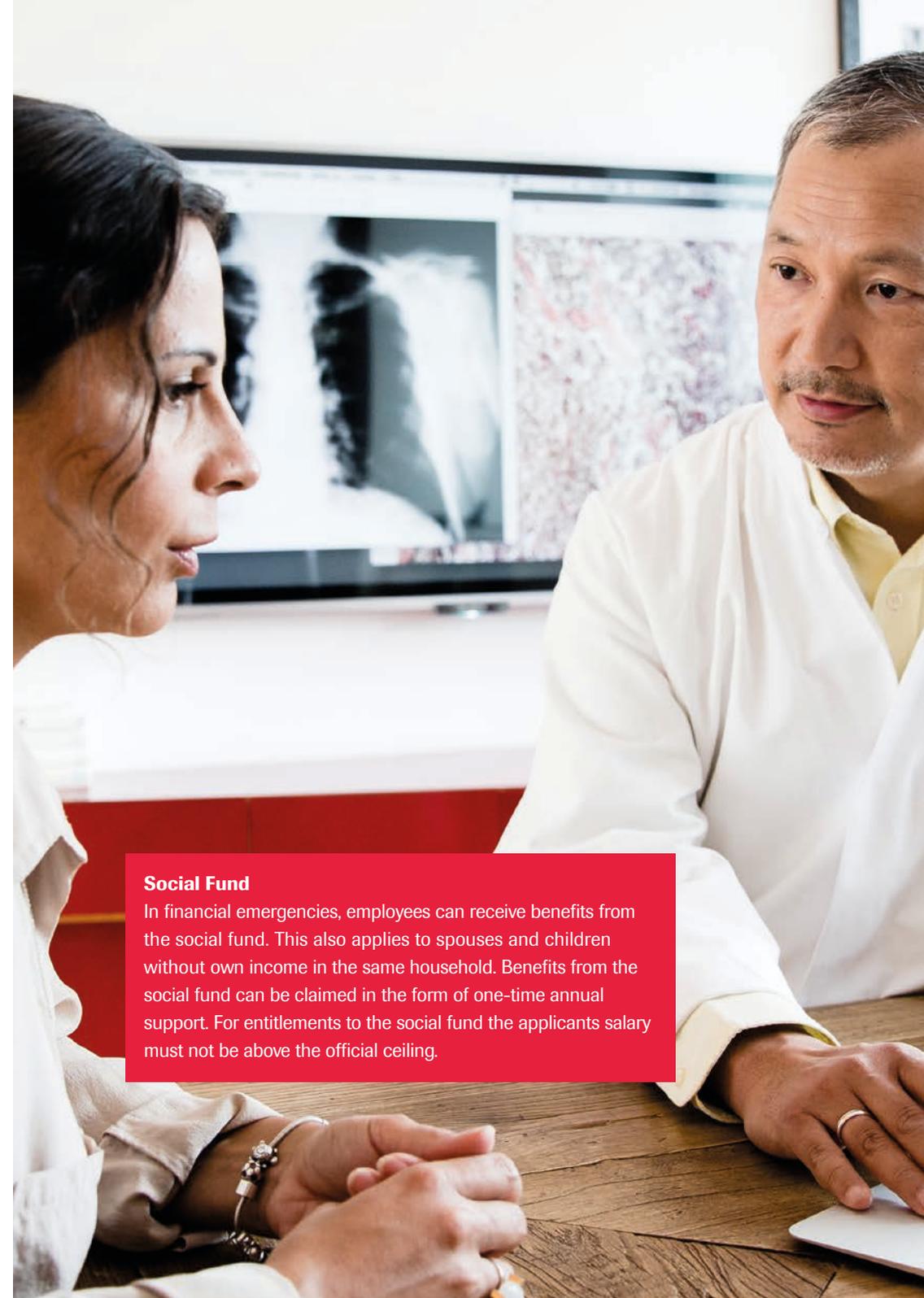
In case of death of an employee, survivors are entitled to continued remuneration for a limited period of time. For employees in the collective bargaining agreement, the provisions of the general bargaining agreement apply. For employees outside the collective bargaining agreement, the regulations in the employment contract apply.

Funeral Expenses Fund

Upon joining our company, you will automatically become a mandatory member of our Funeral Expenses Fund. This fund pays a death benefit according to the valid rules in the event of death of the insured, spouse or dependent child (up to the age of 18). Your monthly contribution is currently EUR 2.00.

Accident Insurance

Besides the statutory accident insurance through the trade association, Roche provides additional insurance coverage for certain employee groups respectively for business trips, which provides principal payments in case of death or invalidity. The amount of the insurance sum depends on the salary level of the affected employee.



Social Fund

In financial emergencies, employees can receive benefits from the social fund. This also applies to spouses and children without own income in the same household. Benefits from the social fund can be claimed in the form of one-time annual support. For entitlements to the social fund the applicants salary must not be above the official ceiling.



Family & Career

At Roche, reconciling family and career commitments means a shared responsibility with real help as well as a broad range of measures on offer. Reconciliation of family and work is a living reality at Roche.

Birth Bonus

Upon the birth of a child, Roche grants a birth bonus.

Childcare Allowance

Depending on the gross income of the parents, Roche contributes a monthly subsidy to childcare costs for your child/children for placement in a public facility or with a child minder.

Advice & Placement for Childcare

In collaboration with a competent partner, Roche provides free advice and assistance with the selection of providers on the topic of "childcare". Our partner will be pleased to help you search for a childcare facility or child minder (permanent or in case of emergency).

Additional Promotion for Reconciliation of Family & Career

A general works agreement rules the principles of reconciling family & career at Roche. For example, there are regulations on unpaid leaves of absence for childcare, part-time work or training possibilities during parental leave in this agreement.

Emergency and Spontaneous Care

We also support you with our cooperation partners when your planned childcare is unexpectedly cancelled (e.g. due to sickness of the childminder). Depending on where you live, you have the option of having your child supervised in appropriate facilities in the event of an emergency.

Parent-Child Office

The parent-child office on the site is a quick and flexible solution if, for example, unforeseen circumstances arise during the care of your child. The working and play area are interconnected.

Childcare Facilities

Roche maintains placement rights for the children of employees in the non-profit daycare centers „Krabbelkäfer Mannheim gGmbH“ in Mannheim and „Spatzennest Familienservice gGmbH“ in Penzberg. The facilities provide a high quality childcare concept, attractive opening hours and very few official closing days during the year. Timely registration is required, place is not guaranteed. Daycare fees are to be covered by the parents.

Holiday Camps for Children

In Mannheim and Penzberg, Roche sponsors a variety of attractive holiday camp programs. At the beginning of the year, you have the opportunity to register your child/children with the event managers for these programs. Participation fees are to be covered by parents. Alternatively, you can also ask our cooperation partner for information about holiday care offers.





Consulting & Provision Household-related Services

Our cooperation partner supports you in finding service providers for all household-related needs. These are available to you, selected according to the highest quality standards.

Family & Career

Advice & Placement in Case of Care

In collaboration with a competent partner, Roche provides free advice and assistance with the selection of providers on the topic of “care”. Our partner will be pleased to help you, e.g. in the search for a suitable care facility or with the application for a care level for relatives.

Care Period according to the “Long-Term Care Act”

In the scope of the “Long-Term Care Act”, Roche enables you to care for your close relatives at home. You can take an unpaid leave of absence for a short time (up to 10 days) to organize an unexpected care situation. Among the options open to you, you can also temporarily amend your full-time employment to part-time or take a longer unpaid leave of absence. Roche grants this flexibility beyond the statutory maximum period provided the preconditions are fulfilled.

Family Care Time

In the scope of the regulations on “Family Care Time”, you can reduce your working hours up to 50 percent for a period of up to 24 months to care for close relatives requiring care. During the care phase you will receive a compensation payment of half of your reduced salary. After the care phase you will continue to receive your reduced salary until the advance on your salary has been offset.



All round Health

As a leading healthcare company, we care not only about the health of our patients, but also the health of our employees. Roche therefore offers a wide range of health promotion services under the umbrella of the global health initiative “Live Well. Find your Balance” initiative. We are working daily to ensure healthy working conditions.

GOOD HEALTH THROUGH EXERCISE

Roche Active-Center

With the Roche Active-Centers in Mannheim and Penzberg, we offer you a wide range of health promotion services. Whether it's a TRX course, equipment training or a prevention course subsidised by the health insurance company: with a comprehensive concept, you can do something for your health at any time in the Roche Active-Center.

Company Sport

From Stand Up Paddling to Crossfit to Bouldering; Company Sport at Roche has a long tradition. In addition to increased well-being, the numerous company sports groups contribute to the employees' loyalty to the company. Roche supports more than 20 different employee initiatives.

GOOD HEALTH THROUGH MEDICAL PRECAUTIONS

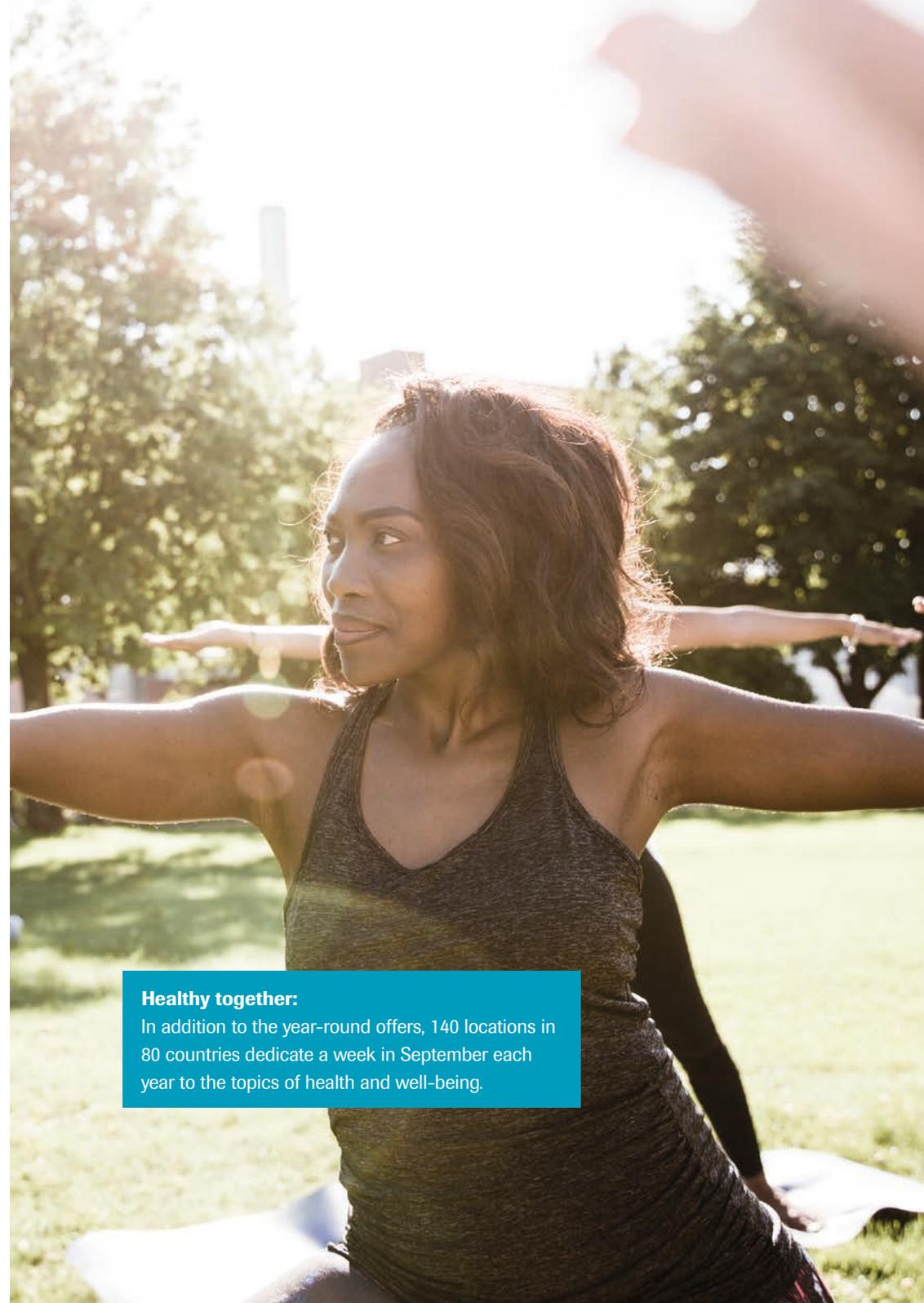
The Medical Services are the first point of contact for your health. From health check-ups and vaccinations to travel medical advice, you will receive advice on a wide range of services, which you can take advantage of in addition to occupational health precautions.

HEALTHY NUTRITION AND MENTAL STRENGTH

Healthy nutrition is a top priority in our employee casinos – for example, there is a varied healthy menu every day. We also offer seminars, trainings and advice on topics such as nutrition, leadership, stress prevention, mindfulness, resilience and holistic time management.

Healthy together:

In addition to the year-round offers, 140 locations in 80 countries dedicate a week in September each year to the topics of health and well-being.



What's more ...

Our employees are our capital and the key to Roche's success. Hard work and commitment to company goals is much appreciated and in turn our objective is to create optimal working conditions for our people.

Recognition/Applause

At Roche we value a positive and cooperative work-environment characterized by team-work and appreciation. With "Applause" Roche employees are given the opportunity to voice their appreciation for a job well done across functions and on a global scale.

Company Restaurant "Casino"

Our Casino offers you healthy, balanced and varied lunches at attractive prices. It goes without saying that ethical and ecological principles are taken into consideration during procurement. The selection of snacks in the cafeteria, coffee bar and shop supplements this offer.

Bicycle Leasing

This offer enables you to finance a bicycle or e-bike in the form of gross deferred compensation. Roche subsidises your dream bike with 5€ per month.

Anniversary

For the 10th, 25th, 40th and 50th anniversary of employment with the company, Roche grants an anniversary payment.

Making work more flexible

In order to provide you with the greatest possible personal responsibility and to allow flexibility in the design of your work, Roche has different time models. Also in consultation with the manager, it is possible to arrange mobile working. Roche would like to take into consideration the individual needs of our employees, regardless of their professional and personal background and phase of life.

Mobility at Work

The stated objective of Roche is to operate a fleet characterized by sustainability and efficiency. For business trips, you have the chance to apply for a Bahncard or you can use a vehicle from the Roche carpool. Bicycles on the company premises bring you quickly and environmentally friendly to your destination. In addition, Roche provides eligible employees (e.g. filed force) with a company vehicle. Roche bears the majority of the costs. Additional payments are borne by the employees.

Social Counselling Service

During a lifetime, you meet different challenges. If you need professional support in demanding life situations you can easily turn to the confidential social counselling service.

Team-Events

Roche promotes the integration and motivation of its employees through financial support for corporate occasions.

Holiday Pay

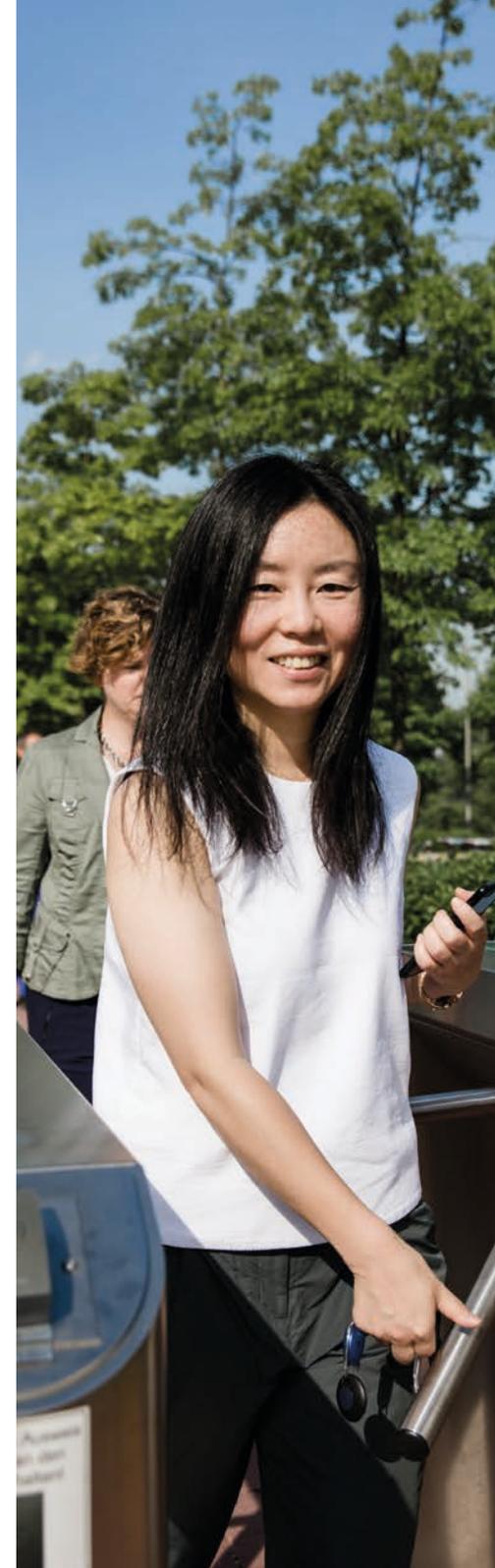
The holiday entitlement is 30 days. For employees in the collective bargaining agreement, Roche pays holiday pay in accordance with the applicable general bargaining agreement. For exempt employees holiday bonuses are granted.

Training

Employee development is of great importance for Roche. A diverse training program which - among others - offers holistic courses to improve your technical expertise as well as your language and computer literacy gives you the opportunity to enhance your personal and professional skills.

Laundry Service

At the Mannheim or Penzberg site, private clothing can be dropped off for laundering against payment. An express service is also offered.



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